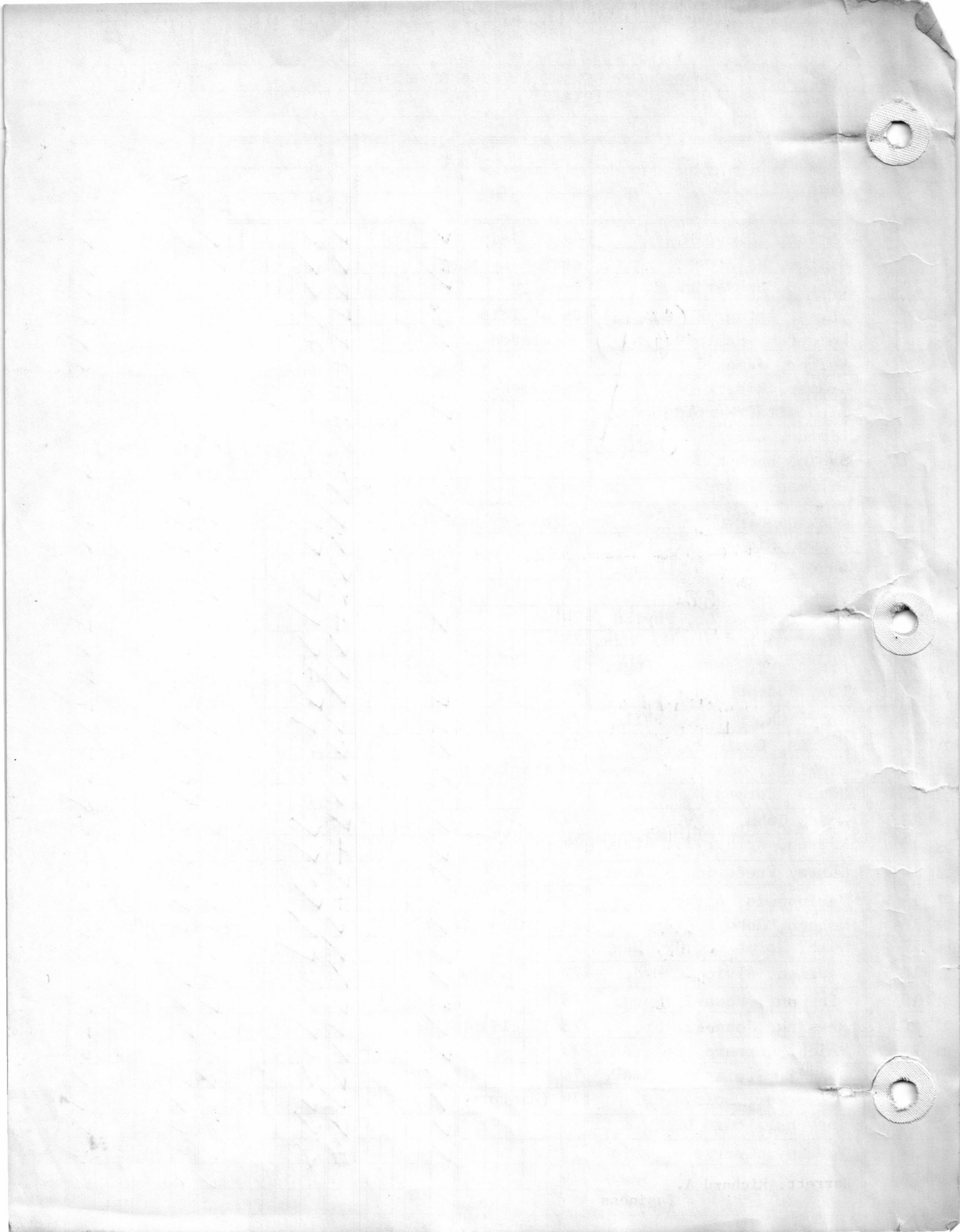


FACULTY SENATE ATTENDANCE RECORD
1972-73 Session

			1	2	3	4		
			9/15/72	10/13/72	11/10/72	12/8/72	1/19/73	2/9/73
1	Elliott, Lloyd H.	Ex officio	✓	✓	✓	✓	✓	✓
2	Bright, Harold F.	stated by the	✓	✓	✓	✓		✓
3	Houser, Frederick R.	Faculty	✓	✓	✓	✓	✓	✓
4	Burns, Arthur E. (Cress)	Ex officio	✓	✓	✓	A		✓
5	Dockeray, James C. (Hallard)	appointed	✓	✓	A	✓	(master)	✓
6	Feffer, James J.	by the	A	A	A (Berkman)	✓	✓ (Berkman)	✓ Berkman
7	Kramer, Robert	President	A	A	A	✓		
8	Liebowitz, Harold		✓	A	A	A		
9	Linton, Calvin D. (Metzner)		✓	✓	A (Yeikof)	✓	(metzner)	
10	Sapin, Burton M.		A	A	A	A		✓
11	Tillman, Rodney		A	✓	A	A	✓	
12	Stevenson, Russell B., Jr.	Parliamentarian	✓	✓	✓	✓	✓	✓
13	1 Allen, Richard C., Law	74	A	✓	✓	✓	✓	✓
14	2 Angel, Grover L., Educ.	73	A	✓	A	✓		✓
15	Black, Guy, Econ.	73	A	✓	✓	✓		✓
16	Green, James L., Phy. Ed.	74	✓	A	✓	✓		✓
17	Davison, Roderic H., His.	73	A	✓	✓	✓	✓	✓
18	6 Eisenberg, Marvin, Engr.	73	✓	✓	A	✓	✓	✓
19	7 Foa, Joseph, Engr.	74	✓	✓	✓	✓	✓	✓
20	8 Griffith, Wm. B., Phil.	73	✓	✓	✓	✓	✓	✓
21	9 Harris, Louis J., Law	73	✓	✓	A	A	✓	✓
22	10 Highfill, Philip H., Jr.	74 (English)	✓	✓	A	✓	✓	✓
23	11 Hobbs, Herman H. Physics	73	A	✓	A	✓	✓	✓
24	12 Kaye, John, Engr.	74	✓	✓	✓	✓	✓	✓
25	13 Kirsch, Arthur D., Stat.	74	✓	A	✓	✓	✓	✓
26	14 Kurtz, Frederick R. Acct.	73	✓	✓	✓	✓	✓	✓
27	15 Marinaccio, Anthony, Ed.	73	A	A	✓	✓	✓	✓
28	16 Morgan, John A., Jr.	74 (Pol. Sc.)	✓	✓	✓	✓	✓	✓
29	17 Nash, Ralph C., Jr. Law	74	✓	✓	✓	✓		✓
30	18 Parrish, Alvin E. Med.	74	✓	✓	A	A	✓	✓
31	19 Pierpont, Howard, Surg.	73	✓	✓	✓	✓	✓	✓
32	20 Reesing, John P., Jr.	73 (English)	✓	✓	✓	✓	✓	✓
33	21 Reich, Bernard, Pol. Sc.	73	✓	✓	✓	A		✓
34	Schiff, Stefan O., Zool.	74	✓	✓	✓	✓	✓	✓
35	Schwoerer, Lois K. G.	74 (History)	✓	✓	✓	✓	✓	✓
36	24 Stevens, Edwin L. Sp. & Dr.	74	✓	✓	✓	✓	✓	✓
37	25 Vahouny, George V., Bioch.	73	✓	A	✓	✓	✓	✓
38	26 Barrett, Richard A. (Grub)	74		A		✓	✓	✓
39	Business Adm.							
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FACULTY SENATE ATTENDANCE RECORD

1972-73 Session

			3/10/72	4/14/72	5/12/72	9/15/72	10/13/72	11/10/72	12/8/72	12/8/72	1/12/73	2/9/73
1		Elliott, Lloyd H.	Ex officio	✓	✓	✓						
2		Bright, Harold F.	stated by the	✓	✓							
3		Houser, Frederick R.	Faculty	✓	✓	✓						
4		Burns, Arthur E.	Ex officio	✓		A						
5		Dockeray, James C.	appointed									
6		Kramer, Robert	by the									
7		Liebowitz, Harold	President									
8		Linton, Calvin D.										
9		Parks, John										
10		Sapin, Burton M.										
11		Tillman, Rodney										
12		Stevenson, Russell B., Jr., Parliamentarian		✓	✓	A						
13	Elected Members for the term expiring 1974	74 Allen, Richard C., Law		✓	✓	✓						
14		73 Angel, Grover L., Educ.		A	✓	✓						
15		73 Black, Guy, Econ. (for Cloutier)		A	✓	A						
16		74 Breen, James L., Phy. Ed.		✓	✓	✓						
17		73 Crane, Milton, Engl. (for Reesing)		✓	✓	✓						
18		73 Davison, Roderic H., History		✓	✓	A						
19		73 Eisenberg, Marvin, Engr.		✓	✓	✓						
20		74 Foa, Joseph, Engr.		✓	✓	A						
21		73 Gordon, Marvin, Geog. & Reg. Sc. (for Hobbs)		✓	✓	✓						
22		73 Griffith, Wm. B., Philosophy		✓	✓	✓						
23		74 Grub, Phillip D., Bus. Admin.		A	✓	✓						
24		73 Harris, Louis J., Law (for Nutting)		✓	✓	✓						
25		74 Highfill, Philip H., Jr., Engl.		✓	✓	✓						
26		73 Hinton, Harold C., Pol. Sc. (for Reich)		A	A	A						
27		74 Kaye, John, Engr.		✓	✓	✓						
28	73 Kurtz, Frederick R., Acct.		✓	✓	A							
29	73 Marinaccio, Anthony, Educ.		✓	✓	A							
30	74 Morgan, John A., Jr., Pol. Sc.		✓	✓	✓							
31	74 Parrish, Alvin E., Medicine		✓	✓	✓							
32	73 Pierpont, Howard, Surgery		✓	✓	✓							
33	74 Robinson, David, Jr., Law	Nash, Ralph C.	✓	✓	A							
34	74 Schiff, Stefan O., Zoology		✓	✓	✓							
35	74 Schmidt, Wm. E., Chem. (for Schwoerer)		✓	✓	✓							
36	74 Solomon, Henry, Econ. (for Kirsch)		✓	✓	✓							
37	74 Stevens, Edwin L., Sp. & Dr.		✓	✓	✓							
38	73 Vahouny, George V., Biochem.		✓	A	✓							

FACULTY SENATE ATTENDANCE RECORD

1972-73 Session

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FACULTY SENATE ATTENDANCE RECORD
1972-73 Session

	Elliott, Lloyd H.	Ex officio
	Bright, Harold F.	stated by the
	Houser, Frederick R.	Faculty
	Burns, Arthur E.	Ex officio
	Dockeray, James C.	appointed
	Feffer, James J.	by the
	Kramer, Robert	President
	Liebowitz, Harold	
	Linton, Calvin D.	
	Sapin, Burton M.	
	Tillman, Rodney	
	Stevenson, Russell B., Jr., Parliamentarian	
1	Allen, Richard C., Law	1974
2	Angel, Grover L., Educ.	1973
3	Black, Guy, Econ.	1973
4	Breen, James L., Phy. Ed.	1974
5	Davison, Roderic H., History	1973
6	Eisenberg, Marvin, Engr.	1973
7	Foa, Joseph, Engr.	1974
8	Griffith, Wm. B., Philosophy	1973
9	Harris, Louis J., Law	1973
10	Highfill, Philip H., Jr., Engl.	1974
11	Hobbs, Herman H., Physics	1973
12	Kaye, John, Engr.	1974
13	Kirsch, Arthur D., Statistics	1974
14	Kurtz, Frederick R., Acct.	1973
15	Marinaccio, Anthony, Educ.	1973
16	Morgan, John A., Jr., Pol. Sc.	1974
17	Nash, Ralph C., Jr., Law	1974
18	Parrish, Alvin E., Medicine	1974
19	Pierpont, Howard, Surgery	1973
20	Reesing, John P., Jr., English	1973
21	Reich, Bernard, Pol. Sc.	1973
22	Schiff, Stefan O., Zoology	1974
23	Schwoerer, Lois K. G., History	1974
24	Stevens, Edwin L., Sp. & Drama	1974
25	Vahouny, George V., Biochem.	1973
26	Barrett, Richard A. (for Grub)	1974
	Business Admin. 12/8/72	

1941-1942
1943-1944

THE FACULTY SENATE - 1972-73

The Faculty Senate meetings for the 1972-73 session will be held on the second Friday of each month (exception: third Friday in September) as follows:

May 12, 1972	December 8, 1972
September 15, 1972	January 12, 1973 (to be reconsidered)
October 13, 1972	February 9, 1973
November 10, 1972	The 1973-74 session starts March 9, 1973.

Ex Officio Members (stated by the Faculty Organization Plan)

Elliott, Lloyd H.	President
Bright, Harold F.	Provost and Vice President for Academic Affairs
Houser, Frederick R.	Registrar

Ex Officio Members (appointed by the President)

Burns, Arthur E.	Dean, Graduate School of Arts and Sciences
Dockeray, James C.	Dean, School of Government and Business Administration
Kramer, Robert	Dean, National Law Center
Liebowitz, Harold	Dean, School of Engineering and Applied Science
Linton, Calvin D.	Dean, Columbian College of Arts and Sciences
James J. Feffer, Acting	Dean, The Medical Center
Sapin, Burton M.	Dean, School of Public and International Affairs
Tillman, Rodney	Dean, School of Education

Parliamentarian Stevenson, Russell B., Jr., National Law Center

<u>Elected Members</u>	<u>Term Expires</u>	<u>School of College</u>
Allen, Richard C.	1974	National Law Center
Angel, Grover LaMarr	1973	Education
Black, Guy (Cloutier)	1973	Government and Business Administration
Breen, James L.	1974	Education
Crane, Milton (Reesing)	1973	Columbian College
Davison, Roderic H.	1973	Columbian College
Eisenberg, Marvin	1973	Engineering and Applied Science
Foa, Joseph	1974	Engineering and Applied Science
Gordon, Marvin (Hobbs)	1973	Columbian College
Griffith, William B.	1973	Columbian College
Grub, Phillip D. on leave	1974	Government and Business Administration
Harris, Louis J. (Nutting)	1973	National Law Center
Highfill, Philip H., Jr.	1974	Graduate School of Arts and Sciences
Hinton, Harold C. (Reich)	1973	Public and International Affairs
Kaye, John	1974	Engineering and Applied Science
Kurtz, Frederick R.	1973	Government and Business Administration
Marinaccio, Anthony	1973	Education
Morgan, John A., Jr.	1974	Columbian College
Nash, Ralph C., Jr. (Robinson)	1974	National Law Center
Parrish, Alvin E.	1974	Medical Center
Pierpont, Howard	1973	Medical Center
Schiff, Stefan O.	1974	Columbian College
Schmidt, Wm. E. (Schwoerer)	1974	Columbian College
Solomon, Henry (Kirsch)	1974	Columbian College
Stevens, Edwin L.	1974	Columbian College
Vahouny, George V.	1973	Medical Center

MEMBERS OF THE FACULTY SENATE COMMITTEES
1972-73 Session

Executive Committee

Aud. 1	Edwin L. Stevens, Speech, Chairman	6354
Gov. 401	Frederick C. Kurtz, Accounting	6763
C 631	John A. Morgan, Jr., Political Science	6717
2120 L St., N.W.	Louis J. Harris, Law	6450
Clinic, Rm. 509	Alvin E. Parrish, M. D., Medicine	131-6243
Rice 8th Fl.	Lloyd H. Elliott, President, ex officio	6500

Administrative Matters as They Affect
the Faculty

*Chairman: Schiff, Stefan O., Zoology

Members:

Brown, Dr. Halla, Medicine
Ireland, C. Terrance, Statistics
Johnson, William D., Director of the Budget
Kenney, Dr. Richard A., Physicology
Mastro, Anthony J., Accounting
Moryadas, S., Geography
Olkhovsky, George, Slavic L&L
St. Cyr, Carol R., Education

H. John Cantini, V.P. for Administration
ex officio

Admissions and Advanced Standing

*Chairman: Reich, Bernard, Political Science
(sabbatical 1971-72)

Members:

Affronti, Lewis F., Microbiology
Atkins, D. L., Biological Sciences
Jensen, Alvin C., Asso. Dean & Prof. Lec. Educ.
Koehl, George M., Physics (Act. Chm. Spring '72)
Loeser, Norma, Bus. Admin.
Meltzer, Arnold C., Engineering
Potts, Edward A., Law
Winkler, Lawrence, Education

Joseph Y. Ruth, Director of Admissions,
ex officio

Appointment, Salary and Promotion
Policies (including Fringe Benefits)

*Chairman: Schwoerer, Lois K.G.,
History (sabbatical Spring '72)

Members:

Aschheim, Joseph, Economics
Boswell, John G., Education
Desmond, A. H., Biology
Gyorgy, Andrew, Sino-Sov. Studies
Hyman, Barry, Engineering
Mann, Charles R., Statistics
Timbers, Edwin, Management Science
Walk, Richard D., Psychology (Act. Chm.
Spring '72)

Weintraub, Dr. Herbert, Anesthesiology
James E. Starrs, Law

Harold F. Bright, Provost, ex officio
Joseph L. Gastwirth, Stat.

Athletics

Barrett, Richard A. Business
Adm.

*Chairman: Vahouny, George V., Biochemistry

Members:

Bielski, Lee S., Speech
Caress, Edward, Chemistry
Fox, Dr. Samuel M., Cardiology/Medicine
Fredland, John E., Economics
Herber, Charles J., History
Jones, Dr. T. L., Ob/Gyn
Van Dyke, Merle G., Education
Alumnus -- A. George Cook, III
Alumnus -- Martin J. Kirsch

Robert K. Faris, Director of Men's
Athletics, ex officio

*Member of the Senate

Educational Policy

*Chairman: Kirsch, Arthur D., Statistics
(sabbatical Spring '72)

Members:

Ericson, R. F., Management Science
Hill, Peter P., History
Kenyon, Hewitt, Mathematics
MacDonald, W. A., Art
McDonald, J. Kenneth, International Aff.
Neyman, Elizabeth S., Spanish
Peery, Dr. Thomas M., Pathology
Plotz, Judith A., English

*Solomon, Henry, Economics (Chm. Spring '72)
Yakobson, Helen, Slavic L&L
Zuchelli, A. Joseph, Jr., Physics

Harold F. Bright, Provost, ex officio

Library

*Chairman: Griffith, William B., Philosophy
Members:

Allee, John G., English
Coberly, James H., English
Fleischer, R. E., Art
Lang, Roger H., Engineering
Robbins, Dr. Mary Louise, Microbiology
Sommers, Waldo, Public Administration
Thibault, Jean-Francois, Romance L&L
Tidball, Dr. Charles S., Physiology
Wallace, Dewey, Religion

Young, Isabella, Libr. *EX OFFICIO*

Rupert C. Woodward, Director of Libraries,
ex officio

Bernard, Hugh Law Libr. *EX OFFICIO*

Physical Facilities

*Chairman: Foa, Joseph, Engr. & Ap.Sc.

Members:

Dockeray, J. C., Dean and Prof., Bus.Admin.
Frankie, Richard J., Education
Greene, Sherwin, Urban & Regional Planning
King, James C., Germanic L&L
Snodgrass, Jeanne, Phy.Ed.
Toridis, Theodore G., Engr.
White, David G., Chemistry

Hobbs, Herman H. Physics

Charles E. Diehl, Asst. VP & Asst. Treas,
ex officio

John C. Einbinder, Business Manager, ex officio

Robert E. Dickman, Director of
Planning & Construction, ex officio

*Robinson, David, Jr., Law

Professional Ethics and Academic Freedom

*Chairman: Pierpont, Dr. Howard, Surgery
Members:

Crafton, Paul A., Engr. Admin.
Gray, Wood, History
Hugh, Dr. Rudolph, Microbiology
Kramer, Dr. Norman C., Medicine
Kuhn, Roger S., Law
Naeser, Charles R., Chemistry
Willson, Robert C., Journalism
Wood, Reuben E., Chemistry

Dean Calvin D. Linton, Columbian
College of Arts and Sciences, ex officio

Public Ceremonies

*Chairman: Angel, Grover L., Education
Members:

Bennett, James T., Economics
Calabrisi, Dr. Paul, Anatomy
Conner, George F., Bus. Admin.
Eastin, Roy B., Bus. Admin.

*Grub, Phillip, Bus. Admin.
Latimer, John F., Classics
Tidball, Dr. Elizabeth, Physiology
Yeide, Harry, Jr., Religion
Jones, Robert G., Religion, ex officio
Frederick R. Houser, Registrar, ex officio

Joan R. Regnell, Speech
Research

*Chairman: Breen, James L., Phy. Ed.
Members:

Al-Doory, Yousef, Epid. & Env. Health
Bergmann, Otto, Physics
Cohn, Dr. V. H., Pharmacology
Frey, John A., Romance L&L
Fuller, Stephen, Urban & Regional Planning
Grubar, Francis S., Art
Lewis, Ralph K., Anthropology
Marlow, W. H., Oper. Research
Nimer, Benjamin, Political Science
Rasmussen, Dale, Management Science
Siegel, Frederic R., Geology
Switalski, R. W., Health Care Admin.
Weintraub, R. L., Biological Sciences

Harold F. Bright, Provost, ex officio

Arthur E. Burns, Dean, GSAS, ex officio

Louis H. Mayo, VP for Policy Studies and
Special Projects, ex officio

Student Financial Aid

*Chairman: Davison, Roderic H., European History

Members:

Claiborne, Jay W., English
Fox, Raymond R., Engineering
Hollinshead, Dr. Ariel, Medicine (EOP liaison)
Montzka, Margaret W., Physics
Mosel, James N., Psychology
Quitslund, Sonya, Religion
Roman, James R., Jr., Bus. Admin.
Schueller, G. I., Engineering
Turner, William L., English

Maurice K. Heartfield, Director, Office of
Student Financial Aid, ex officio
George W. G. Stoner, Asso. Director
Admissions, ex officio

University Objectives

*Chairman: ~~Grub, Phillip D., Bus. Admin.~~

Members: Black, Guy, Econ.

Burks, James F., Romance L&L
Hamilton, Lilien, Art
Huvel, Gérard, Romance L&L
Jones, Robert G., Religion
Johnson, Kenneth, Engr. Admin.
Kent, Dr. Stephen G., Pathology
Leite, Laurence A., Art
Lobuts, John, Management Science
Park, Robert, Law
Rashid, Martha, Education
Schlagel, Richard H., Philosophy

Harold F. Bright, Provost, ex officio
Dean Calvin D. Linton, Columbian College
of Arts and Sciences, ex officio
Dean Eugene R. Magruder, College of
General Studies, ex officio

University Resources

*Chairman: Kaye, John, Engr. & Ap.Sc.

Members:

Amling, Frederick, Business Finance
Bernard, Hugh Y., Law; Law Librarian
Ginsburg, Gilbert J., Law
Gintzig, Leon, Health Care Admin.
Horrworth, Gloria L., Education
Harris, Carl, Operations Research
Johnson, Nancy Diers, Phy. Ed.
Steiner, Carl, Germanic L&L
Dr. Seymour Alpert, VP for Development, ex officio
William D. Johnson, Director of the Budget, ex officio
(2 alumni members pending)

University and Urban Affairs

*Chairman: Hobbs, Herman H., Physics
(sabbatical Spring '72)

Members: Acting Chairman

*Gordon, Marvin, Geography (Chm.Spring '72)
McGrath, Dorn C., Jr., Urban Planning
Mondale, Clarence, Dir., Program Dev.
Nashman, Honey, Education
Osborn, Ruth, Dir., Cont. Ed. for Women
Pinkus, Charles E., Oper. Research
Shworles, Dr. Thomas R., Medicine
Sinick, Daniel, Education
Sten, Christopher W., English
Stephens, Richard W., Sociology

Louis E. Mayo, VP for Policy Studies
and Special Projects, ex officio

The following is for your information. The
Joint Committee is not a standing committee
of the Faculty Senate, although the seven
faculty members are elected by the Senate:
Joint Committee of Faculty and Students

*Faculty Co-chairman: Marinaccio, Anthony, Ed.
Breslow, Alexander, Pathology
Brewer, Diane Majerus, Speech
Demood, Harold C., Management
Lewis, Edwin J. B., Accounting
Perros, Theodore, Chemistry
Sharpe, David J., Law

Students:

DeRiggi, Joseph A., Col.Col.
Grob, Susan D., Col.Col.
Kiernan, David F., Col.Col.
McClellan, Jim R., GSAS
McClenon, Charles L., Grad. Univ. Student
Merwin, Bruce W., Col.Col.
Warren, Manning G., NLC

ex officio:

James C. Dockeray, Dean, SGBA
Harold Liebowitz, Dean, SEAS
Calvin D. Linton, Dean, Columbian College
Marianne Phelps, Dean of Students
Burton M. Sapin, Dean, SPIA
Rodney Tillman, Dean, School of Education
(Note: The student co-chairman had not
been elected at the time of this listing.)

* Member of the Senate

Sheldon S. Cohen, Alumnus
James C. Van Story, Jr., Alumnus

CODE REVISION NO. I
SEPT. 1973

FACULTY CODE AND ORDINANCES

Governing the Academic Personnel of the University

In accordance with The Board of Trustees of The George Washington University, by virtue of the authority under the charter of the University vested in it by the University Charter, granted by the United States of America (Enactment of February 9, 1821), and the ordinances of the Board of Trustees adopted thereunder, the following Code governing the academic personnel is established:
hereby establishes the following Faculty Code. The Faculty Code applies to all University faculty in all colleges, schools, divisions, departments, and comparable educational divisions. Constitutions, by-laws, and established procedures of governance devised by subdivisions of the University are subordinate to the letter and spirit of the Faculty Code.

I. Grades of Academic Service[†] Personnel

The grades of academic ~~service now in effect~~ personnel are:

A. RETIRED STATUS

professor emeritus, professor emeritus in residence
associate professor emeritus, associate professor
emeritus in residence, and retired (in any given rank for
age or disability).

[†]As used in the code, the word "staff" includes all members of the staff as designated in B1, B2, B3, and B4 of this Article, and the word "faculty" includes members of the academic personnel who are included in the membership of the University Faculty or of the school and college faculties as defined by the Board of Trustees.

B. ACTIVE STATUS

1. Full-time ~~Service~~: Professor,² associate professor, assistant professor, and instructor.

2. ~~Limited-Service~~ Part-time: adjunct professor, professor (medical), clinical professor, professorial lecturer, associate clinical professor, associate professorial lecturer, assistant clinical professor, assistant professorial lecturer, associate (clinical medical), lecturer, instructor, special lecturer, studio lecturer, clinical instructor, teaching fellow, fellow and graduate teaching assistant.

3. Visiting ~~Status~~: professor, associate professor, and assistant professor.

4. Research Staff -- Academic Status.

a) Members of the research staff may ~~upon-the-recommendation-of-the-appropriate-officers~~, be ~~accorded~~ awarded academic status by the Board of Trustees upon recommendation of the appropriate faculty and officers of the Administration, but such status does not provide tenure unless specified in the letter of appointment.

b) Research staff grades ~~of-service-recognized-under-4a~~ are research professor, associate research professor, assistant research professor, and research instructor. ~~and-research-fellow~~.

II. Academic Freedom

A. Members of the Staff Faculty Shall Enjoy Academic Freedom.

A- B. The University will not place any ~~restraint~~ limitation

² ~~Except-as-limited-in-I,-B2-~~

upon a staff faculty member's freedom of investigation. However, a member of the faculty on full-time service shall not permit his research to interfere with his teaching duties; ~~he shall take cognizance of University policies in regard to the coordination of research projects, and he shall take part in cooperative research projects undertaken by the University.~~ A full-time active status member of the faculty ~~on full-time service~~ may apply through the University Committee on Research for modification of his program so as to permit him to undertake an approved research project which could not be undertaken without such cooperation.

B- C. The University will not impose any limitation upon a staff faculty member's freedom of exposition of his own subject in the classroom. A member of the staff faculty ~~shall adapt his instruction to the needs of his students and~~ shall abstain from discussing in the classroom controversial topics outside his own field.

C- D. The University will not impose any limitation upon a staff faculty member's freedom of ~~exposition of his own subject~~ expression in addresses or in publications outside the University.
 D- A member of the staff faculty in speaking and writing outside the University upon subjects beyond the scope of his own field of study is entitled to the same rights and is subject to the same duties as other citizens. The University assumes no responsibility for views expressed by members of the staff faculty on such occasions, and members of the staff faculty shall make it clear

that they are expressing only their personal opinions.

III. Professional Responsibilities

A. A member of the staff faculty shall perform well his academic duties; strive for professional development; and apply his talents to the service of his profession, and his community, ~~and the country~~.

A- B. In his classroom a member of the staff faculty is responsible for the character of the instruction, the maintenance of good order, and the observance of University regulations. He shall make adequate preparation for his classes and conduct them in a dignified and courteous manner.

B- C. A member of the staff faculty shall perform conscientiously his ~~other~~ academic duties. , ~~such-as~~ He shall meeting classes on time; holding classes for the full period; grading grade tests and examinations and reporting the grades promptly; reporting promptly to the appropriate dean matters requiring disciplinary action and matters relating to the physical condition of classrooms and laboratories; attending faculty meetings; commencement exercises (omit emphasis), convocations, and other academic events; ~~serving~~ serve on faculty or University committees; assisting in the administrative work of his department or in the general administrative work of the University; and ~~serving~~ serve as a general or departmental adviser to students.

C- D. A member of the staff active status faculty should strive to grow in professional competence by means of effective teaching and sound scholarship. , ~~effective-teaching,-and-original~~

~~contributions.~~ He should be a student of contemporary life so as to be able to interpret his field in the light of related knowledge. He should strive for the advancement of knowledge in his field ~~of-learning~~ by individual research and by participation in the activities of professional societies.

~~D. E.~~ A full-time active status member of the faculty ~~on-full-time-service~~ shall have the primary responsibility of devoting his time, thought, and energy to the service of the University. No such member of the faculty shall accept an outside teaching appointment during the academic year or engage in any other regular activity of a remunerative nature without the approval of the University. A full-time active status member of the faculty ~~on-full-time-service-is-under-obligation~~ shall not to permit such employment, even when officially approved, to interfere with his responsibility to the University.

IV. Appointment, Reappointment, Tenure, and Promotion.

~~The following principles, standards and procedures are in force in regard to appointment, reappointment, tenure, and promotion:~~

A. APPOINTMENTS AND TENURE

1. Statements of Terms and Conditions (emphasis)

a) Every new faculty appointment shall be in writing and shall be made in accordance with and subject to the provisions of this Code and of implementing procedures ~~thereunder~~ adopted by the full-time active status members of the faculty. , ~~both-of-which~~ Copies of this Code and of such implementation of procedures shall be made-available provided to the proposed appointee by the department

chairman or other appropriate officer before consummation of the appointment. An appointment shall be deemed to have been consummated upon the receipt by the appointee of a letter of appointment or commitment from the University and the receipt by the University of a written communication of acceptance.

b) Tenure members of the faculty and faculty members whose probationary appointments do not expire or will be renewed ~~who have-received-appointments-with-continuous-tenure~~ shall be notified in writing annually, on or about April 1, of salary and of changes in rank or of other terms and conditions of service for the next academic year.

~~c) -- Notice of salary and other terms and conditions of an unexpired or renewed probationary appointment shall in all cases be given on or about April 1.~~

2. Limited-Service Part-time Appointments (emphasis)

Adjunct professors, professors (medical), clinical professors, professorial lecturers, associate clinical professors, associate professorial lecturers, assistant clinical professors, assistant professorial lecturers, associates (clinical and medical), lecturers, instructors, special lecturers, studio lecturers, clinical instructors, teaching fellows, fellows, and graduate teaching assistants will be appointed for a specified period of a year or less. Such appointments may be renewed an unlimited number of times.

3. Full-time Service Appointments (emphasis)

a) Kinds-of-Appointments

a) All appointments to full-time active status ~~full-time-service~~ (as defined in Article I, Section B, Paragraph 1) will be of two

kinds: (1) probationary appointments or (2) appointments with continuous tenure.

b) Probationary Appointments

1) New Appointments

Except in special circumstances, all new appointments to full-time active status, ~~full-time-service,--(as-defined-in-Article-I,--Section-B, Paragraph-I)~~ regardless of rank, will be for a probationary period of stated length.

2) Maximum Period

Probationary appointments will be for one year or other stated periods, subject to renewal. The total probationary period will not, ~~with-the-exceptions-herein-indicated,~~ except as provided below, exceed seven years, including full-time service with the rank of instructor or higher in other recognized institutions of higher learning. Leaves of absence to engage in authorized teaching or research activities at another institution of higher learning shall be included in this period. Leaves for study toward a degree, for military or other national emergency service, or for personal affairs ~~will~~ shall not be included in ~~the-calculation-of~~ this period. A faculty member with previous full-time service at another institution may be required, by written agreement, as a term or condition of his initial appointment, to serve a probationary period not to exceed four years, even though his total probationary period in the academic profession is thereby extended beyond seven years. ~~Subject-to-the-provisions-of-Article-V,--Section-B, Paragraph-1,--below,--an-active-status-full-time-service-member-of the-faculty~~ A faculty member of the rank of assistant professor or

higher who will not be granted tenure at the end of the final year of his maximum probationary period shall be so notified in writing on-or-about-July-1-preceding-his-final-(i.e.,-maximum)-probationary year in accordance with Article V, Section B hereof. ~~that-he-will be-granted-continuous-tenure-or-that-his-full-time-service-status will-terminate-at-the-completion-of-that-year.~~ Any such faculty member who is not so notified will be deemed to acquire continuous tenure at the end of the probationary period.

3) Stated Periods by Rank

(a) Instructor

Instructors will be appointed for an initial period ~~not-to-exceed~~ of one year and will may be eligible-for-reappointment-or-promotion- reappointed for not more than three additional one year periods. ~~Reappointment-will-not,~~ No reappointment shall, except by special action of the Board of Trustees, upon recommendation ~~of~~ by the appropriate faculty ~~group~~ body and the ~~recommendation-of~~ appropriate University officers, extend ~~the~~ any individual's total period as an instructor beyond four years. Continuous tenure shall not be conferred at this grade.

(b) Assistant Professors

Assistant Professors will be appointed for ~~an initial-period-of-one,~~ two-or-three-years-and-will-be-eligible-for-reappointment,-tenure, ~~or-promotion.--They-may-be-required-to-serve-a-period-of-not-more~~ than-seven-years-prior-to-the-granting-of-tenure-status: a probationary period of not more than three years and may be reappointed, with or without tenure, for one or more additional periods.

(c) Associate Professors

Associate Professors will be appointed for a probationary period of not more than four years and ~~will-be-eligible-for-reappointment,-tenure,-or-promotion-~~ may be reappointed, with or without tenure, for one or more additional periods.

(d) Professors

Professors will be appointed for a probationary period of not more than three years. Renewal of an appointment confers tenure.

4)--Administrative-Officers--

~~Academic-and-tenure-status-members-of-the-administrative-staff-have academic-status-and-tenure-status-only-when-authorized-by-the-Board of-Trustees-~~

B. PROMOTION

Promotion ~~in-rank~~ is dependent upon ~~growth-in-~~ professional competence ~~as~~ Such-growth-may-be evidenced by ~~increased~~ teaching ability, productive scholarship, participation and leadership in professional societies, and public service. ~~service-on-University committees,-or-a-combination-of-the-above---~~ ~~It-is-expected-that~~
As a general practice a promotion ~~in-rank~~ shall be accompanied by an appropriate increase in salary.

C. NONDISCRIMINATION

Appointments, renewals, terminations, promotions, tenure, compensation and all other terms and conditions of employment shall be made solely on the basis of merit and without regard to race, religion, sex, nationality or national origin.

V. Termination of Service

A. EXPIRATION OF DEFINITE PERIOD APPOINTMENTS

All appointments for a definite period of service ~~{one-semester---one, two, or three years}~~ expire automatically with the completion of such period of service, subject as appropriate, to the safeguards ~~that follow.~~³ specified in this Article and in Article IV.

B. TERMINATION OF PROBATIONARY AND VISITING STATUS APPOINTMENTS

1. Notice of Nonrenewal of Probationary Period (emphasis)

Written notice that a probationary appointment is not to be renewed ~~will~~ shall be given to ~~the~~ a full-time active status ~~full-time-service~~ faculty member in advance of the expiration of his appointment, according to the following minimum periods of notice:

a) ~~not-later-than-March-1~~ not less than six months after the beginning of the first academic year of faculty service in the University in the case of a one-year appointment;

b) ~~not-later-than-December-1-of-the-second~~ not less than nine months prior to the conclusion of the final academic year of such service in case of a two-year appointment or the renewal of a one-year appointment;

c) ~~not-later-than-July-1-preceding-the-final-academic-year-~~ not less than 12 months prior to the conclusion of an appointment after two or more academic years of ~~such~~ full-time service in the University.

³ See also Article IV, above.

2. Notice by Member of Termination or Declination of
Renewal (emphasis)

If a member of the faculty desires to terminate an existing appointment or to decline a renewal, he shall give notice in writing not no later than April 1 if his rank is instructor or assistant professor, and no later than March 1 if his rank is higher, or within thirty days after receiving notice of the terms and conditions of his service for the next academic year, whichever date is later; but he may properly request a waiver of this requirement in case of hardship or in a situation where he would otherwise be denied substantial professional advancement.

3. Dismissal and Late Notice (emphasis)

Dismissal of a faculty member during a probationary or visiting-status faculty appointment, or the nonrenewal of a probationary appointment with less than the required advance notice, shall be preceded by a statement of reasons and shall be subject to the provisions of Article ~~IX~~ X of this Code.

C. TERMINATION OF ~~CONTINUOUS~~-TENURE

Grounds for Termination: until retirement of a faculty member in accordance with other provisions of this Code, and subject to the provisions of Article ~~IX~~ X, an appointment with continuous tenure is terminable by the University only for adequate cause or on account of extraordinary financial emergencies, in the latter case after not less than twelve months' notice to the faculty member.

1. Adequate Cause (emphasis)

Adequate cause shall mean unfitness to perform **his** academic duties because of:

- a) incompetence
- b) lack of scholarly objectivity or integrity
- c) persistent neglect of professional responsibilities under

this Code

- d) gross personal misconduct that destroys academic usefulness.

2. Extraordinary Financial Emergency (emphasis)

a) Termination of an appointment ~~of~~ with **continuous** tenure **status** because of extraordinary financial emergencies will be considered only as a last resort, after every effort has been made by the administration and Board of Trustees to meet the need in other ways or to find for the member of the faculty another satisfactory assignment in the University.

b) If an appointment with **continuous** tenure is terminated because of an extraordinary financial emergency, the released faculty member's place will not be filled by a replacement within a period of two years, unless the faculty member has been offered and has declined reappointment.

VI. Leave

A. A member of the faculty may be granted a leave of absence without salary, for study or for any other reason considered valid by the appropriate dean, ~~may be requested by a member of the faculty or staff~~ at any time.

B. When circumstances permit, the Board of Trustees will grant sabbatical leave to a member of the faculty with tenure

status who has served six or more continuous years in a college or university on in full-time service active status above the rank of instructor, three years of which must have been served in this University, or who has served six or more years in full-time active status after a preceding grant of sabbatical leave.⁴ The request for sabbatical leave should be accompanied by an outline of the education, research, and/or self-improvement program which the applicant proposes to follow if the leave is granted. Such leave must be recommended by the ~~chairman-acting-on-behalf-of-the~~ department or other appropriate unit; concurred in by the Dean of the corresponding college or school, and the Dean of Faculties; approved by the President of the University; and granted by the Board of Trustees of the University.

When a faculty member of-the-faculty-by-accepting-a-grant-of sabbatical-leave-obligates-himself-to-continue-in-the-service-of-the University-for-at-least-one-year-following-such-leave,-unless other-arrangments-are-agreed-to-by-the-University- is eligible for sabbatical leave but for reasons of college, school, or departmental convenience or necessity has his application deferred, his next eligibility for sabbatical leave shall be computed from the time he became eligible for such leave, not from the date the leave was actually granted.

⁴ The-request-for-sabbatical-leave-should-be-accompanied-by-an outline-of-the-education,-research,-and/or-self-development-program which-the-applicant-proposes-to-follow-if-the-leave-is-granted-

The University will pay a member of the faculty while on sabbatical leave one-half of his salary for two semesters or all of his salary for one semester. The salary is paid as a compensation for the benefits received by the University from the efforts of the faculty member on leave.

C. In the event of a national emergency, full-time active status faculty members of-the-faculty-on-full-time-service-with-tenure status, assistant professors, and instructors will be granted "defense leave" in accordance with the following provisions:

1. Members of the faculty ~~or staff~~ given defense leave for the duration of an emergency will have the privilege of returning to the service of the University at the beginning of the semester following their release from service.

2. Members of the faculty ~~or staff~~ on defense leave in a civilian status may be requested to return to the University and their defense leave terminated on sixty days' notice.

3. ~~Time spent on defense leave will not be counted in computing the maximum probationary period. (See Article IV, Section A, Paragraph 3b)-2).~~

4. 3. The return to University service of ~~all~~ members of the faculty from defense leave is conditioned upon the their mental, moral, and physical ~~competence~~ competency of such persons to resume their positions in the University.

VII. Retirement

A. A member of the staff faculty in active status ~~reaching the age of sixty-five during the academic year (September to June inclusive)~~

shall retire at the end of ~~that academic year or, in the case of~~
~~those holding fiscal year appointments, at the end of August, or~~
~~if his sixty-fifth birthday falls in July or August, he shall retire~~
~~at the end of the fall semester following.~~ the fiscal year in which
he reaches the age of 65, unless with the consent of the staff faculty
member, and upon the recommendation of the faculty members who would
be entitled to vote if the retiring faculty member were being considered
for an original appointment in his present rank and with the approval
of the appropriate officers of the University, the Board of Trustees
 continues him under annual contract. The fiscal year shall be the
period beginning July 1 and ending June 30, both inclusive.

A full-time member of the faculty ~~on full-time service~~ who is
 retired may, subject to the need of the University, be invited to
 continue on ~~limited duty on a basis set~~ a part-time basis by the
 appropriate officers of the University, and appointed for a renewable
 period not to exceed one academic year. Such ~~an~~ appointee shall be
 designated "emeritus (or retired) in residence."

In no case shall ~~a member of the staff be continued in active~~
~~service~~ an appointment under the two preceding paragraphs be
renewed beyond the end of the fiscal year in which ~~he reaches~~ the
appointee reaches the age of seventy.

B. A member of the faculty who has served on a full-time basis
 with the rank of professor or associate professor for fifteen years
 or more in this or other accredited colleges or universities and who
 becomes incapacitated and unable to continue his duties is eligible
 for retirement.

C. A member of the faculty ~~or an officer of administration~~ with

long and distinguished service to the University may, upon retirement, be awarded emeritus status. ~~In-the-case-of-a-member-of-the faculty,~~ Emeritus status is recommended by the full-time active status members of the faculty concerned and, with the concurrence of the administration, is awarded by the Board of Trustees. ~~In-the case-of-officers-of-administration, emeritus-status-is-recommended-by the-President-of-the-University-and-awarded-by-the-Board-of Trustees.~~ Those eligible for consideration for emeritus status are professors, adjunct professors, clinical professors, and associate professors. ~~and-administrative-officers-having-faculty-status.~~

A ~~professor-emeritus~~ faculty member in emeritus status is entitled to use facilities as arranged with the administration of the University and to participate in faculty meetings ~~but-he-is~~ without the right to a vote. He may serve on committees and may perform such other services as are in keeping with his desires and with the needs of the University.

D. A member of the faculty who is retired upon reaching the retirement age after serving ~~on~~ a full-time basis with the rank of professor or associate professor for fifteen years or more, at least ten of which shall have been at the George-Washington University, or a member of the faculty who is retired upon becoming incapacitated after serving on a full-time basis with the rank of professor or associate professor ~~as-specified-in-Article-VII, Section-B,~~ may be eligible for retirement allowances as provided by the Board of Trustees.

A retired professor faculty member ~~or-a-retired-administrative-officer-with-faculty-status~~ may use facilities as arranged with the

administration of the University and attend participate in faculty meetings without the right to vote.

VIII. Retirement Annuity

The University has entered into an agreement with the Teachers Insurance and Annuity Association, which agreement is organized upon a dual participation basis. Full-time members of-the-staff-having tenure-status of the faculty and other full-time employees are required eligible to participate. All-other-full-time-members-of the-staff-in-the-rank-of-instructor-or-assistant-professor,-after two-years-of-service-at-the-University,-are-required-to-participate-

X: IX.* Faculty Participation in Appointments, Renewals of Appointments, Tenure Designation, and Terminations of Appointments, Budget, and Curriculum Development.

A. Because-of-their-role-in-formulation-and-implementation-of educational-policy, The faculty, and as well as appropriate administrative officers, exercises a responsibility in-recommendations-as-to selection-and-determination-of-the-status-of-members-of-the-faculty as-well-as-in-selection-of-administrative-officers-who-are-concerned with-academic-matters- for the operation of the departments. the schools or colleges, and the University.

B. This responsibility includes participation by the faculty and-administrative-officers in formulating and transmitting recommendations for appointing, renewing appointments,

*Articles IX and X have been interchanged in the revisions and are presented as such here.

promoting, designating tenure status, and terminating appointments for of active status members of the ~~active-status-grade-of-academic~~ service faculty.

It includes participation in formulating annual budgets and long-range projections for each department, school, college or other academic budgetary unit by its faculty, within amounts allocated to such unit by the President and Board of Trustees. It includes participation in development, revision and elimination of curricular offerings of each department, college or school by its faculty. It also includes participation in recommendations to the Board of Trustees for appointments of the President, deans, departmental chairmen, and similar all other administrative officers officials with direct or indirect authority over matters which may affect or concern concerned-with the faculty in their academic matters and professional activities.

C. In the exercise of their responsibility in formulating and implementing educational policy and programs, the full-time active status members of each college or school shall make recommendations to the President and the Board of Trustees on all proposals concerning the creation, consolidation, or elimination of departments, institutes, or other academic or research units within the school or college. The Faculty Assembly shall make recommendations on all proposals concerning the creation, consolidation, or elimination of schools, colleges, or other academic or research units within the University.

~~IX~~ X. Principles Governing Issues Relating to Termination, Dismissal, Nonrenewal, Conditions of Employment, and Rights and Privileges Under This Code.

The rights, privileges, and responsibilities of a faculty member conferred by this Code will be carefully safeguarded in accordance with the highest accepted principles, practices, and procedures of the academic community. An alleged infringement of such rights or privileges or an alleged violation of such responsibilities, or a charge of unfair or discriminatory treatment with regard to conditions of employment will first be considered by the faculty member or members concerned, or by appropriate representatives of the faculty, in cooperation with the responsible administrative officers. If such consideration does not lead to an adjustment satisfactory to the parties involved, the procedures set forth in the Principles, Standards and Procedures for the implementation of this Article shall be fully utilized. ~~After-faculty-and-administrative procedures-have-been-fully-utilized,~~ Thereafter, if there is still no satisfactory adjustment of the matter, any member of the faculty who believes that his rights and privileges under this Code have been violated or that he has been subjected to unfair or discriminatory treatment with regard to conditions of employment may take an appeal to the appropriate administrative officers for consideration by the Board of Trustees.

Review by the Board of Trustees will include the record of the hearing before the faculty and administrative officers, with an opportunity for argument, oral or written, or both, by the principals or their representatives at the hearing.

XI. Health Service

A. The University, recognizing the importance of the health of the teacher to his professional competence, provides an annual physical examination without charge to all full-time active status faculty members ~~of-the-staff~~ who care to avail themselves of the privilege.

B. The facilities of the Health Clinic are available to members of the faculty in emergencies resulting from accidents or sudden, serious illness while on campus. Such medical services are limited to necessary "First Aid," after which the faculty member will consult his own physician.

XII. Effective Date

Having been approved by the Board of Trustees of the University on ~~June-6-1964~~ _____ this Code shall as of ~~September-17-1964~~ _____ supersede all former codes and ordinances. ~~in-effect-except-that-changes-in-tenure-shall not-be-retroactive-~~ The Board of Trustees of the University directs that this ~~fourth-revision-of-the-Code-and-Ordinances~~ revised Faculty Code be published.

PRINCIPLES, STANDARDS AND PROCEDURES FOR THE
IMPLEMENTATION OF THE FACULTY CODE

~~For faculty participation in the selection of faculty members and
for consultation and recommendation in the selection of academic
administrators.~~

~~Implementing Articles IV, V, IX and X of the University Code and
Ordinances.~~

A. FACULTY PARTICIPATION IN ACTION CONCERNING FACULTY
MEMBERSHIP.

~~The faculty shares with appropriate administrative officers
the responsibility for recommending to the President and the Board
of Trustees actions concerned with active status academic service,
including appointments, renewal of appointments, promotion,
tenure designation, and termination of service.~~

1. The active status, full-time faculty of the rank of assist-
ant professor or higher of a department or of a nondepartmentalized
school or college or comparable educational division shall
establish procedures enabling an elected standing committee, or
a committee of the whole, to submit its recommendations for
appointments. Recommendations for actions other than appointments
concerning full-time instructors, assistant professors, or associate
professors shall be determined by the tenure members of the faculty
~~or higher rank or~~ of equal or higher rank, ~~as the faculty may
have determined by previously established procedures.~~ Recommendations

for actions other than appointments concerning professors shall be determined by tenure members of the rank of professor.

2. Faculty recommendations shall be based on the determination of a majority of the faculty (or the appropriate unit thereof) present and voting.

3. Faculty recommendations concurred in by the appropriate administrative officers shall be transmitted by them to the President and by him to the Board of Trustees. Variant or non-concurring recommendations from an administrative officer, together with supporting reasons, shall be sent by him to the Executive Committee of the Senate through the appropriate superior administrative officers. ~~To-harmonize-the-points-of-view,~~ The Executive Committee may seek information and advice and make recommendations to the faculty (or the appropriate unit thereof) and to the appropriate administrative officers. If concurrence cannot be obtained after opportunity for reconsideration in the light of the recommendations of the Executive Committee, the recommendation of the appropriate administrative officers, accompanied by the recommendation of the faculty and the report of the Executive Committee, shall be transmitted to the Board of Trustees through the President.

4. Appointments and actions affecting renewal of appointments, promotion, tenure designation, and termination of service shall ~~normally-be-effectuated-in-accordance-with~~ follow faculty recommendations. Departures from this standard shall be ~~limited to-those-cases-involving~~ made only for compelling reasons. ~~Disclosure-of-such-cases-and-the-compelling-reasons-therefor~~

~~shall-be-made-by~~ The appropriate administrative officers shall notify
~~to~~ the Executive Committee of the Senate of any departures from
faculty recommendations and the compelling reasons therefor.

~~Disclosure-shall-also-be-made-to~~ The faculty (or the appropriate
unit thereof), shall also be notified unless the Board of Trustees
determines that such ~~a-disclosure-is-against~~ notification would be
contrary to the best interests of the individual or individuals
concerned.

B. FACULTY CONSULTATION AND RECOMMENDATION IN THE SELECTION
OF ACADEMIC ADMINISTRATIVE OFFICERS

~~Administrative-officers--concerned-with-academic-matters-perform--~~
~~a-role-in-the-formulation-of-policy-by-the-faculty-and-in-transmitting~~
~~faculty-views-to-the-appropriate-superior-administrative-officers~~
~~and, through them, to the Board of Trustees.--Consequently,~~
~~principles, procedures, criteria, and standards are needed to~~
~~provide for faculty participation in making recommendations for~~
~~the selection of such academic administrative officers.~~

1. Department Chairman (emphasis)

The active status full-time faculty members of a department ~~in-active~~
~~status-full-time-service~~ of the rank of assistant professor and
higher ~~(See Article I, Section B, Paragraph 1, Code and Ordinances)~~
shall formulate procedures for ~~the participation by such members,~~
~~by a representative group thereof, or by an appropriate interdepart-~~
~~mental group in submitting recommendations for selecting the~~
~~chairman of the department.~~ recommending the appointment of the
department chairman or acting chairman. As specified in such procedures,
the department chairman or acting chairman shall be appointed ~~after~~
~~consultation with, and normally~~

~~in-conformity-with-the-judgment-of~~ upon the recommendation of an elected committee of such members of-the-department or upon recommendation of an appropriate representative-departmental-or interdepartmental group- committee whose members have been elected or otherwise chosen in accordance with such procedures. In consideration of the principle of rotation, the chairman shall serve for a limited term, subject to renewal ~~by-comparable-~~ in accordance with such procedures.

2. Dean, Associate Dean, Assistant Dean of a School or College (emphasis)

a) The dean, associate dean, assistant dean, or similar administrative officers of a school, college, or ~~comparable educational-division-or-of-a-larger~~ other organizational unit, ~~should~~ shall be appointed with, and continue to have the confidence of the faculty or faculties concerned. Such appointment shall be made after consultation with the elected ad hoc or standing committee thereof provided below. Such officers shall normally be qualified for faculty membership by training, experience, and continued interest in teaching and research.

b) The active status full-time faculty members ~~in-active-status-full-time-service~~ of the rank of assistant professor and higher ~~of-the-faculty~~ of a school, college, or ~~comparable-educational division-or-of-a-larger~~ other organizational unit, shall formulate procedures and criteria for the participation by such members in recommending the selection of ~~its~~ their academic administrative officers.

c) The following agencies for faculty participation, criteria

for representation of the faculty on such agencies, and procedure for submission of the names of proposed candidates shall be employed.

1) In the selection of a dean, the agency of faculty participation shall be an ad hoc representative committee ~~created~~ and elected by and from among the tenure members in-active-status grade-of-academic-service of the active status full-time faculty.

2) In the selection of an associate dean, ~~or~~ assistant dean or similar administrative officer, the agency shall be ~~a-faculty~~ elected an elected, ad hoc, or standing committee, such as an elected Dean's Council, as designated ~~by-the-faculty-concerned-~~ in the procedures adopted under paragraph b) above.

3) The specified faculty agencies shall be authorized to submit the names of proposed candidates for dean, associate dean, assistant dean, or similar positions.

4) The faculty agencies shall also review the names of candidates for such positions proposed by the appropriate administrative officers.

3. Channel of Communication (emphasis)

The faculty-elected committee of the school or college may also function as a channel of communication to the appropriate superior administrative officer concerning matters relating to personnel.

4. ~~Dean, Associate Dean, and/or Assistant Dean of Faculties~~ Vice-President for Academic Affairs, Associate or Assistant Vice Presidents for Academic Affairs (emphasis)

The Executive Committee of the University Senate is hereby designated

as the faculty agency for consultation and recommendation in the selection of the ~~Dean~~⁷-~~Associate-Dean~~⁷-~~and/or-Assistant-Dean-of-Faculties~~ Vice President for Academic Affairs, the Associate or Assistant Vice Presidents for Academic Affairs. The committee shall be authorized to submit names of proposed candidates for these positions and to advise concerning names proposed by administrative officers. Such a dean shall be appointed after consultation with the committee and shall normally be qualified for faculty membership by training, experience, and continued interest in teaching and research.

5. Other Administrative Officers (emphasis)

a) The faculty of a school, college, division or other organizational unit or combination of units shall be consulted for their recommendations regarding the appointment of administrative officers whose concern with academic matters is limited to such organizational unit. The active status full-time faculty members of the rank of assistant professor and higher of the organizational unit or units concerned shall establish procedures and criteria for the formulation of such recommendations.

b) The Executive Committee of the Senate shall be consulted for its recommendations regarding the appointment of administrative officers whose concern with academic matters comprehends all or substantially all of the University.

5- 6. President of the University (emphasis)

The Faculty Assembly shall elect a committee to advise and consult with the Board of Trustees or appropriate members thereof in the selection of a President.

C. FACULTY PARTICIPATION IN ACTION CONCERNING CURRICULUM

The active status full-time faculty members of the rank of assistant professor and higher of each department, non-departmentalized school or college or other academic unit shall formulate procedures by which they or an elected standing committee shall participate in the addition, revision, and elimination of curricular offerings. No academic course, program or credit requirement shall be added, altered, or eliminated without the concurrence of such faculty or committee.

D. FACULTY PARTICIPATION IN ACTION CONCERNING BUDGET

The active status full-time faculty members of the rank of assistant professor and higher of each department, non-departmentalized school or college or other academic unit shall formulate procedures by which they or an elected standing committee shall participate in the preparation of budgets for the budgetary unit in question, within the amounts allocated to such units by the President and the Board of Trustees. Such participation shall include review and comment by the faculty or committee upon each annual and long range budget and budget projection proposed by the department chairman, dean or other chief administrative officer of the budgetary unit, and the transmission of written comments thereon to the President and Board of Trustees if desired by the committee. Such participation shall also include review and comment by such faculty or committee upon the allocation of budget reductions required by the President and Board of Trustees within proposed budgets and projections.

E. Faculty PROCEDURES FOR the IMPLEMENTATION OF ARTICLE IX X OF THE university FACULTY CODE and-ordinances-

~~Procedures-Governing-Issues-Relating-to-Termination-and-Violations
of-Privileges-(emphasis)~~

A--PRELIMINARY-PROCEEDINGS 1. Preliminary Proceedings

1- a) No formal proceedings shall be instituted by a faculty member, or members, or by the appropriate administrative officers until every reasonable effort has been made to remedy the situation through informal personal consultation and conferences ~~by-the appropriate-administrative-officers-and/or-by-the-faculty-member's colleagues-~~ with the faculty member's colleagues or the appropriate administrative officers.

2- b) If a satisfactory adjustment does not result from informal ^{in-writing} personal consultation and conference, the matter, shall be referred in writing by the interested party or parties to the University Senate through the Executive Committee. The Senate, on nomination of the Executive Committee, shall appoint a special committee, none of whose members shall be members of the Senate Committee on Professional Ethics and Academic Freedom. The Special Committee shall informally inquire into the matter to effect a mutually satisfactory understanding or adjustment.

3- c) If a mutually satisfactory understanding or adjustment is not effected, the Special Committee shall then determine whether in its view formal proceedings to consider the matter should be instituted. If the Special Committee recommends such proceedings, action shall be commenced before the Senate Committee on Professional Ethics and Academic Freedom in accordance with the procedures specified in Section B, 2, below. If the Special Committee fails to make such a recommendation, either the President or aggrieved

faculty member or members may, ~~in accordance with his own judgment,~~ bring the issue before the Senate Committee on Professional Ethics and Academic Freedom for further consideration.

4. d) If there is agreement, a written statement with reasonable particularity in evaluation of the issues concerned shall be jointly formulated by the President and the Special Committee. If there is disagreement, the Special Committee alone, or the President or his representative, shall formulate the statement.

~~B. -- FORMAL PROCEEDINGS~~ 2. Formal Proceedings

1. a) Hearing Committee (delete emphasis)

a) (1) The Senate Committee on Professional Ethics and Academic Freedom as constituted pursuant to the Faculty Organization Plan shall be the standing committee to conduct, as the Hearing Committee, formal proceedings ~~involving disputes within its~~ jurisdiction initiated under these procedures.

b) (2) No member of the Hearing Committee shall sit in a case which involves a member of his department, or of his non-departmentalized college or school. A member of the Hearing Committee may also disqualify himself. The faculty member involved, before or at the outset of the hearing, may exercise one ~~peremptory~~ challenge and unlimited challenges for cause against members of the Hearing Committee, including replacements. The Executive Committee of the Senate shall act on such challenges, and ~~on~~ shall designate necessary replacements from tenure members of the faculty.

c) (3) When constituted, the members of the Hearing Committee shall elect their own chairman to preside for the duration of the formal proceedings. In the interim, the chairman of the Senate

Committee on Professional Ethics and Academic Freedom shall serve as Chairman of the Hearing Committee.

2- b) Committee Jurisdiction (delete emphasis)

In cases which are referred to it by the Special Committee, or by any aggrieved member of the faculty, the Hearing Committee shall conduct ~~in-accordance-with~~ recognized formality proceedings concerning issues ~~relating~~ related to (1) dismissal for cause of an appointee with ~~continuous~~ tenure; (2) dismissal for cause of a faculty member during term appointment; (3) the nonrenewal of a probationary appointment with less advance notice than that specified in the Code; (4) nonrenewal of a probationary appointment for considerations allegedly violative of academic freedom; (5) alleged violation ~~of~~ rights and privileges granted by the Code in cases which are referred to it by the Special Committee, or by the President, or by any aggrieved member of the faculty; and (6) alleged unfair or discriminatory treatment with regard to conditions of employment.

3- c) Commencement of Formal Proceedings (delete emphasis)

a) (1) Formal proceedings before the Hearing Committee concerning issues relating either to the dismissal for cause of a faculty member during an appointment with ~~continuous~~ tenure or to the dismissal for cause of a faculty member during a probationary or visiting-status appointment shall be commenced by a written communication signed by the President and/or the Chairman of the Special Committee, and addressed to the Chairman of the Hearing Committee, setting forth the text of the statement. If no such action is taken by the President and/or the Chairman of the

Special Committee, a faculty member subject to removal may institute proceedings before the Hearing Committee by a written communication, signed and presented in the same manner, setting forth his grounds for opposing the action taken or impending against him and requesting a hearing thereon.

b) (2) Formal proceedings before the Hearing Committee concerning issues relating ~~either~~ to (1) the nonrenewal of a probationary appointment with less advance notice than that specified in Article V, Section B, paragraph 1 of the Code; ~~or-to~~ (2) the nonrenewal of a probationary appointment for considerations violative of academic freedom; ~~or-to~~ (3) violations of other rights or privileges granted by the Code to the faculty member; or (4) unfair or discriminatory treatment with regard to conditions of employment may be commenced by a written communication signed by the faculty member addressed to the Chairman of the Hearing Committee setting forth his grounds for opposing the action taken or impending against him and requesting a hearing thereon.

c) (3) Upon receipt of a written communication from the President ~~and/or~~ the Special Committee, the Chairman of the Hearing Committee shall cause a copy of it to be delivered to the faculty member affected by the proposed action. Upon receipt of a written statement from a faculty member the ~~said~~ Chairman shall cause a copy of it to be delivered to the President.

d) (4) Within twenty days after delivery of a copy of the written statement, the person to whom it has been delivered shall present to the Chairman of the Hearing Committee a written answer containing such admissions, denials, or other relevant statements

as he deems appropriate. Upon receipt of this written answer, the Chairman of ^{said} the Committee shall cause a copy of it to be mailed to the signer of the written statement.

e) (5) Upon receipt of the written answer, or in case the faculty member fails to respond, the Hearing Committee shall fix a hearing and advise the signer of the written statement and the person to whom the copy thereof was served of the time and place at which the matter will be heard by the Hearing Committee.

4- d) Suspension of the Faculty Member (delete emphasis)
Suspension of the faculty member during the formal proceedings or prior thereto is justified only if immediate harm to himself or others is threatened by his continuance in active status academic service. The President (or the Senate, upon recommendation of the Special Committee or the Hearing Committee through the President) may recommend to the Board of Trustees that the faculty member be suspended. Suspension shall be without reduction in pay.

5- e) Hearing Committee Rules and Procedure (delete emphasis)

a) (1) At the hearing and in conference, a majority of the Hearing Committee constitutes a quorum.

b) (2) A full stenographic record of the hearing shall be made and shall be available to all parties concerned.

c) (3) The principals involved in a hearing shall each be entitled to a legal or other adviser or representative at all hearings; and the Hearing Committee, itself, may seek legal or other technical advice.

d) (4) The Hearing Committee shall, after full consideration of the suggestions of the principals, announce at the beginning of

the hearings the detailed procedures that will be followed. These procedures shall be in conformity with accepted principles of academic due process and shall include such provisions as the calling and examining of witnesses, the receiving of depositions where personal appearance is impractical, and the hearing of summary arguments by the principals or their representatives.

e) (5) The Hearing Committee shall reach its findings in closed conference and shall record them, with indications of the evidence and reasoning involved, in an explicit written form, copies of which shall be given to the principals.

6- f) Consideration and Action by the Senate (delete emphasis) The Hearing Committee shall submit its decision in writing, through the Executive Committee, to the Senate for such consideration and action as the Senate may deem appropriate, including but not limited to rejection, adoption, modification, or remand. The action of the Senate will be submitted to the President for transmission to and final disposition by the Board of Trustees.

7- g) Publicity (delete emphasis)

~~Public-statements-about-the-case-by-either-faculty-members-or administrative-officers-are-to-be-avoided-until-the-proceedings-have been-completed---A-statement-in-advance-of-completion-of-proceedings is-permissible-only-if-deemed-necessary-to-correct-erroneous-or-misleading-publicity-with-respect-to-the-case---No-announcement concerning-the-decision-of-the-Hearing-Committee-or-the-action-of the-Senate-shall-be-made-until-final-disposition-of-the-case-by the-Board-of-Trustees-~~ Faculty members and administrative officers shall refrain from making public statements about a case until final

disposition of the case by the Board of Trustees. The Chairman of the Executive Committee of the Senate may make a statement in advance of the completion of the proceedings if necessary to correct erroneous or misleading publicity. Any announcement of the final decision shall include a statement of the decision of the Hearing Committee and of the action of the Senate, and shall be made through the President's Office.

PROPOSED AMENDMENTS TO THE REVISED CODE

I. Recommendation by the Commission on Equal Opportunity, Lois G. Schwoerer, Chairwoman

1. Faculty Code: page 19, Article X, line 7 up: After word "treatment" insert:

BASED ON RACE, SEX, CREED, AGE, ETHNIC IDENTITY, OR OTHER CONSIDERATIONS
PROHIBITED BY LAW.

2. Procedures for the Implementation of Article X of the Faculty Code: page 28, E, Section 1, paragraph b, line 7: Insert after the word "freedom":

IN CASES OF GRIEVANCES IN WHICH DISCRIMINATION ON THE BASIS OF RACE, SEX, CREED, AGE, ETHNIC IDENTITY, OR OTHER CONSIDERATIONS PROHIBITED BY LAW IS CHARGED, THE SENATE, ON NOMINATION OF THE EXECUTIVE COMMITTEE, SHALL APPOINT A SPECIAL COMMITTEE, A MAJORITY OF WHOSE MEMBERS SHALL BE APPROVED BY THE COMMISSION ON EQUAL OPPORTUNITY AND MAY BE MEMBERS OF THE COMMISSION ON EQUAL OPPORTUNITY.

3. Page 29, E, Section 2, paragraph a (1): Add to the paragraph the following:

IN CASES IN WHICH DISCRIMINATION ON THE BASIS OF RACE, SEX, CREED, AGE, ETHNIC IDENTITY, OR OTHER CONSIDERATIONS PROHIBITED BY LAW IS CHARGED, THREE MEMBERS APPOINTED BY THE COMMISSION ON EQUAL OPPORTUNITY SHALL BE ADDED TO THE HEARING COMMITTEE.

4. Page 29, E, Section 2, paragraph a (2), line 4 up from bottom: Delete word "tenure."

5. Page 30, E, subsection B), last 2 lines in that paragraph: Insert comma after "treatment." Insert comma after word "employment" and add the following:

OF THE INDIVIDUAL BECAUSE OF RACE, SEX, CREED, AGE, ETHNIC IDENTITY, OR OTHER CONSIDERATIONS PROHIBITED BY LAW.

II. Recommendation by Fred P. Abramson, Assistant Research Professor, Departments of Pharmacology and Pathology:

1. The following definition replace I.B.1 and 4 in the Code and Ordinances:

Full-time Service: (a) Academic: Professor, Associate
Professor, Assistant Professor
and Instructor.

(b) Research: Research Professor, Associate
Research Professor, Assistant
Research Professor and Research
Instructor.

2. The sections on Appointments, Reappointment, Tenure and Promotion pertain to Full-time Service and Limited Service Faculty and provide no apparent guidelines for the Research Faculty - request is made for clarification.

PROPOSED AMENDMENTS TO THE REVISED CODE
(continued)

III. Recommendation by Dr. Sean O'Reilly, Department of Neurology:

1. Draft code, page 4, III A. It is misleading (potentially at least) to omit reference to 'the country' while including 'his community.' Suggest it be amended to read:

". . . and apply his talents to the service of his profession, his community, and his country when called on to do so, always provided his rights of conscience are not denied due process."

2. Page 9C. Non-Discrimination. Would like to see this strengthened by inserting after the word 'merit' the clause "as determined by professional peer judgment."
3. Page 11C. 1. Adequate Cause. Suggest that this needs be qualified e.g., as follows: "adequate cause, adequately documented and judged by an academic peer group, drawn if necessary from outside the faculty of this university."